“Forging the Future One Leader at a Time”
Army Acquisition Competitive Development Group

ACQUISITION SUPPORT CENTER

Competitive Development Group (CDG) Program
Ancel Hodges, Ph. (703) 805-1234/ancel.hodges@asc.belvoir.army.mil

OUTLINE

- **CDG Overview – What is the CDG Program?**
- **Eligibility – Who can participate?**
- **Accession – How does a “CDG” move through the Program?**
- **CDG Support**

What is the CDG Program?

- Purpose is to develop civilian acquisition leaders for the Army of the future
- Open to competitively selected GS-12/13 (or equivalent personnel demonstration broadband level) Corps Eligible (CE) and AAC members
- Candidates selected from best-qualified applicants through a 2 step competitive selection board process
- Assigned to a centrally funded position on the ASC Table of Distribution and Allowances
- Provided centrally managed education, experience and training opportunities designed to provide corporate career and leadership development opportunities in a structured, highly visible program
- Offers expanded leadership training and experience opportunities

GROWING FUTURE LEADERS

Eligibility Criteria

Required:

- Current Department of the Army (DA) Career or Career Conditional appointment employee
- GS-12/13 or equivalent broadband
- Army Acquisition Corps (AAC) member
- Corps Eligible (CE)

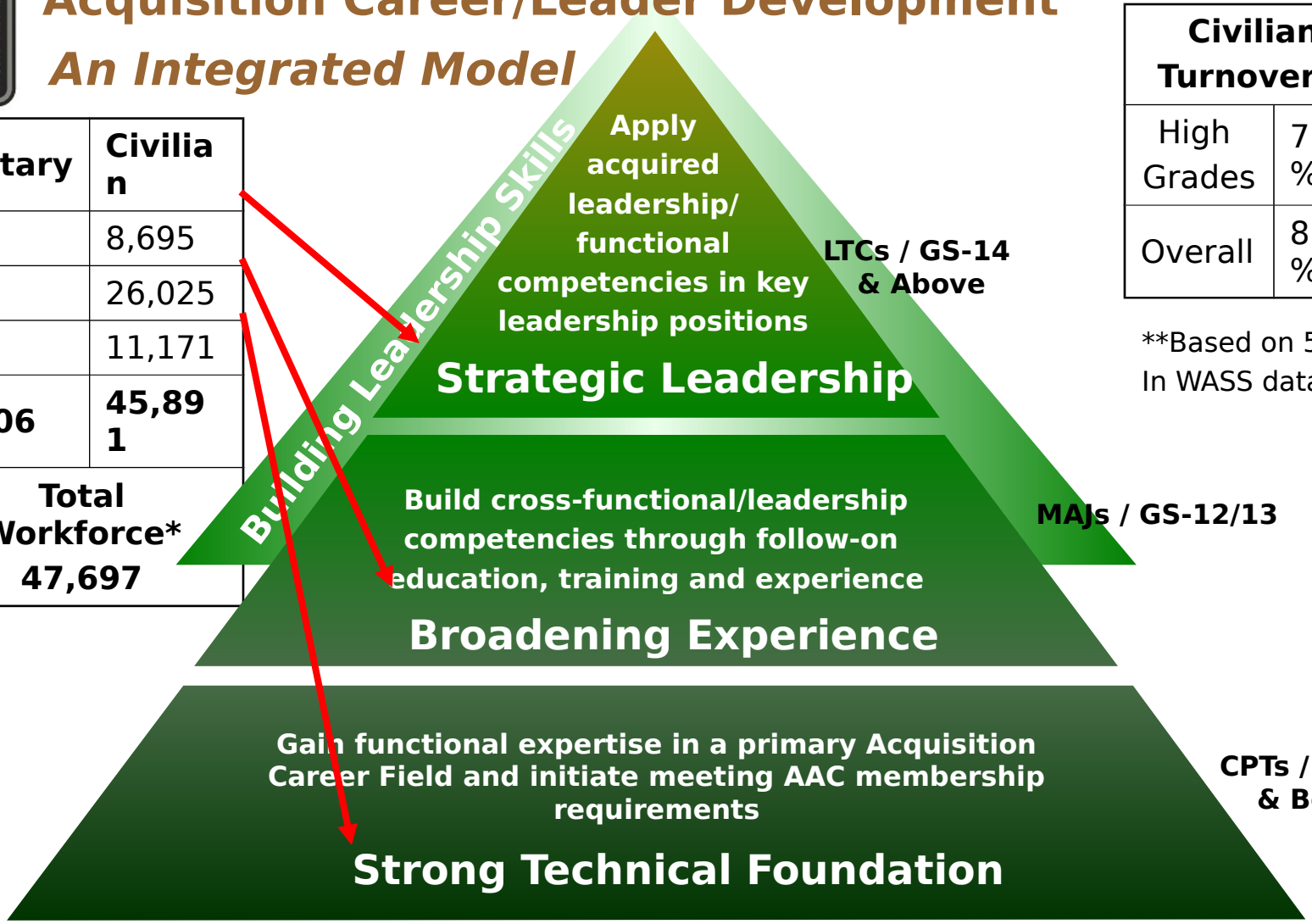
Desired:

- Multiple certifications
- Graduate degree
- Prior supervisor experience
- Multiple Assignments
- Demonstrated Communication Skills

Acquisition Career/Leader Development

An Integrated Model

Military	Civilian
597	8,695
694	26,025
515	11,171
1,806	**45,891**
Total Workforce* 47,697	


Building Leadership Skills
Apply acquired leadership/ functional competencies in key leadership positions
LTCs / GS-14 & Above
Strategic Leadership
Build cross-functional/leadership competencies through follow-on education, training and experience
MAJs / GS-12/13
Broadening Experience
Gain functional expertise in a primary Acquisition Career Field and initiate meeting AAC membership requirements
CPTs / GS-11 & Below
Strong Technical Foundation

Civilian Turnover**	
High Grades	7.5 %
Overall	8.4 %

**Based on 5 years data In WASS database

*As of 12 Mar 04

"Picking People"- Look for intelligence and judgment and, most critically, a capacity to anticipate, to see around corners. Also look for loyalty, integrity, a high energy drive, a balanced ego and the drive to get things done" *Gen. Colin Powell*

New to the CDG Program

- **Announcement period change from 60 to 90 days**
- **2-Year Pilot -- 2 phase competitive selection board process**
  - **Phase I Traditional Board Process**
  - **Phase II Interview Board Process**
- **Provide Dual Track Opportunity for PM and Sr. Leader Positions**
- **Develop CDG Formal Mentorship Program**

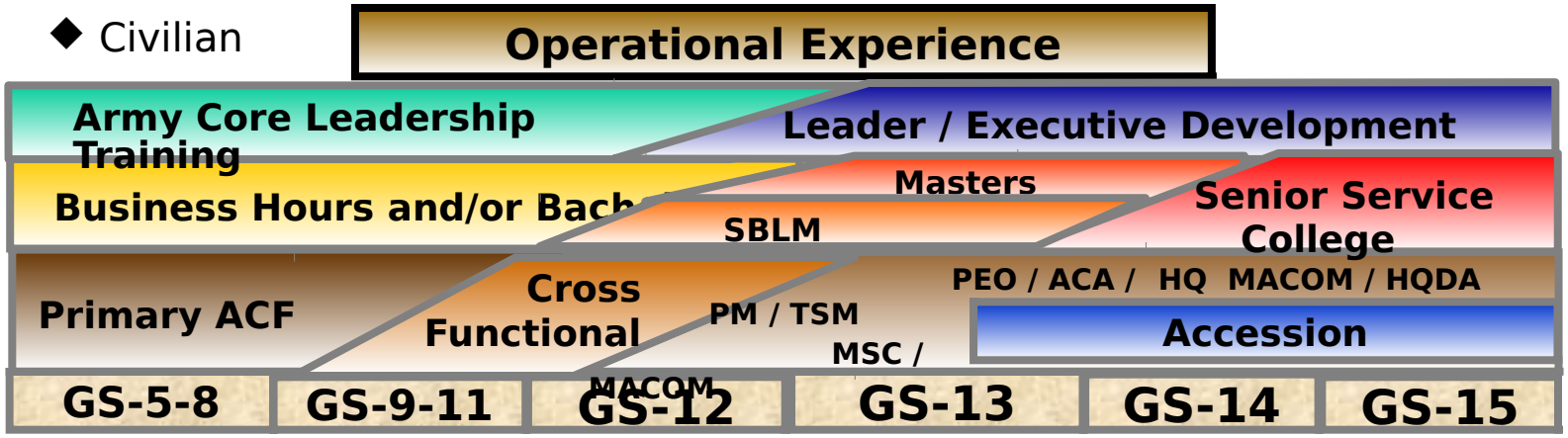
"THE GROWTH AND DEVELOPMENT OF PEOPLE IS THE HIGHEST CALLING OF LEADERSHIP" *Unknown*

Accession Through the CDG Program

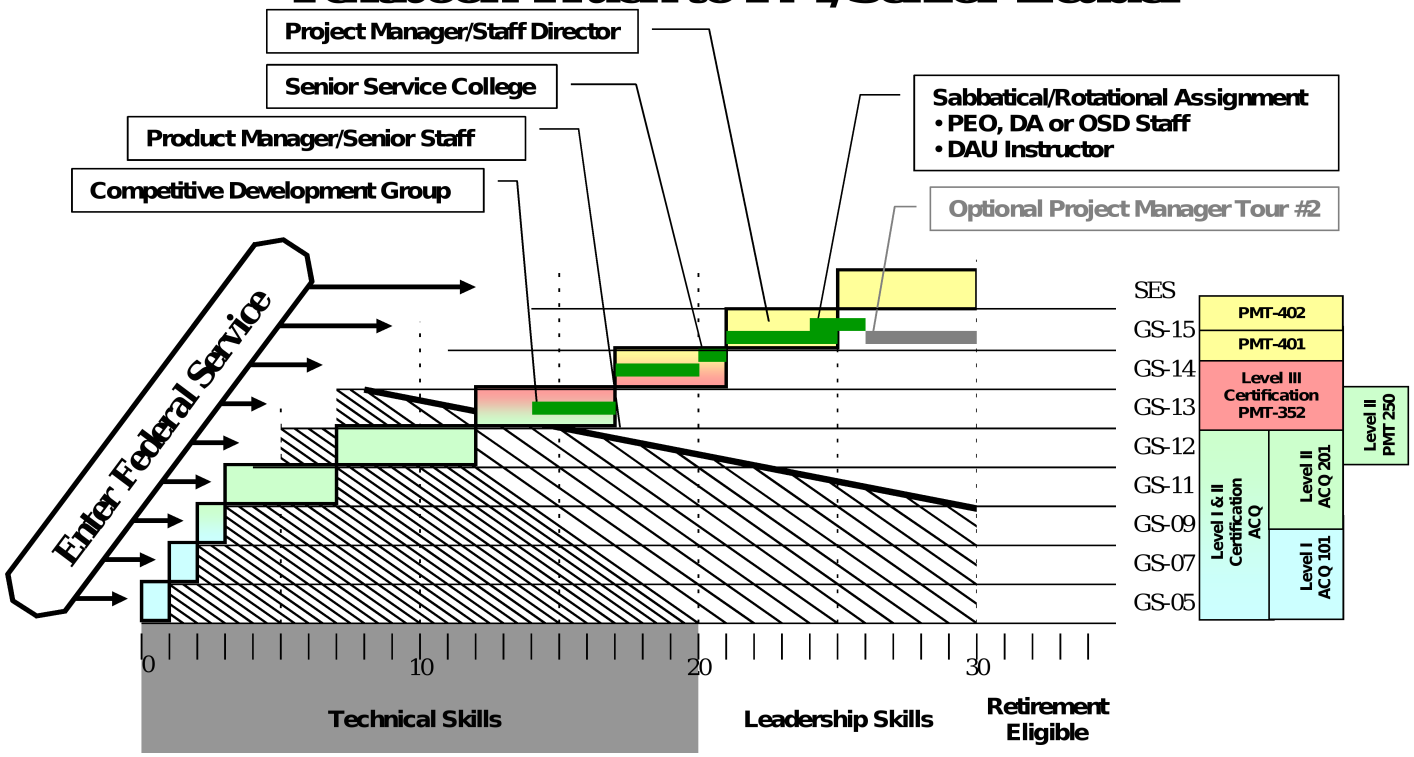
- CE eligibility
- Application process
- Mobility Agreement
- 2 Phase Central selection board
- Slating panel process
- IDP development
- Dual track—PM and senior staff
- Developmental leadership assignments
- Mandatory 179 day Senior Staff assignment
- Mandatory training requirements/leadership training
- Graduation
- Assume PM or Senior Staff Positions

◆ Military

◆ Civilian



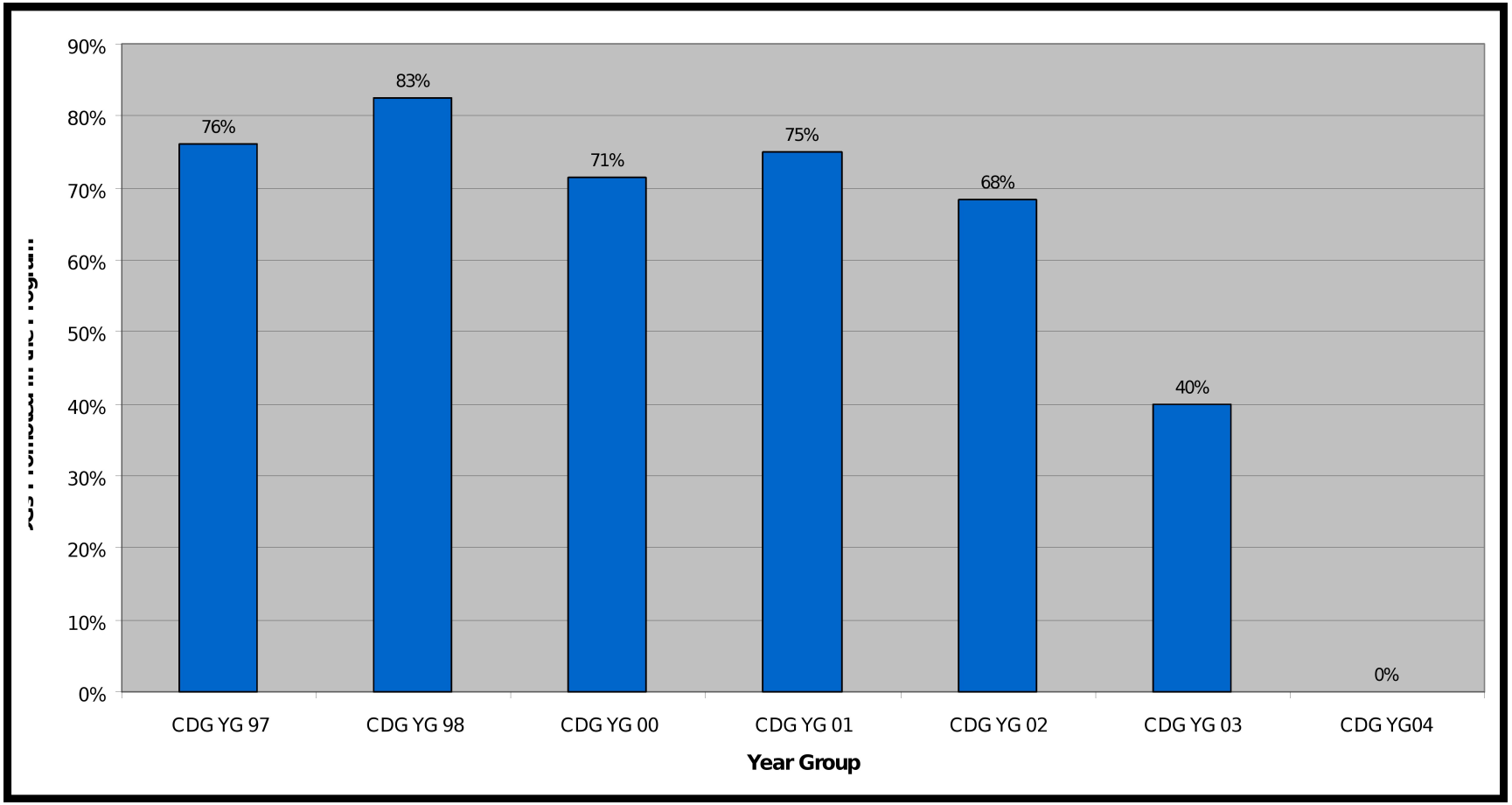
AAC Civilian Career Model
Textbook Track to PM/Senior Leader



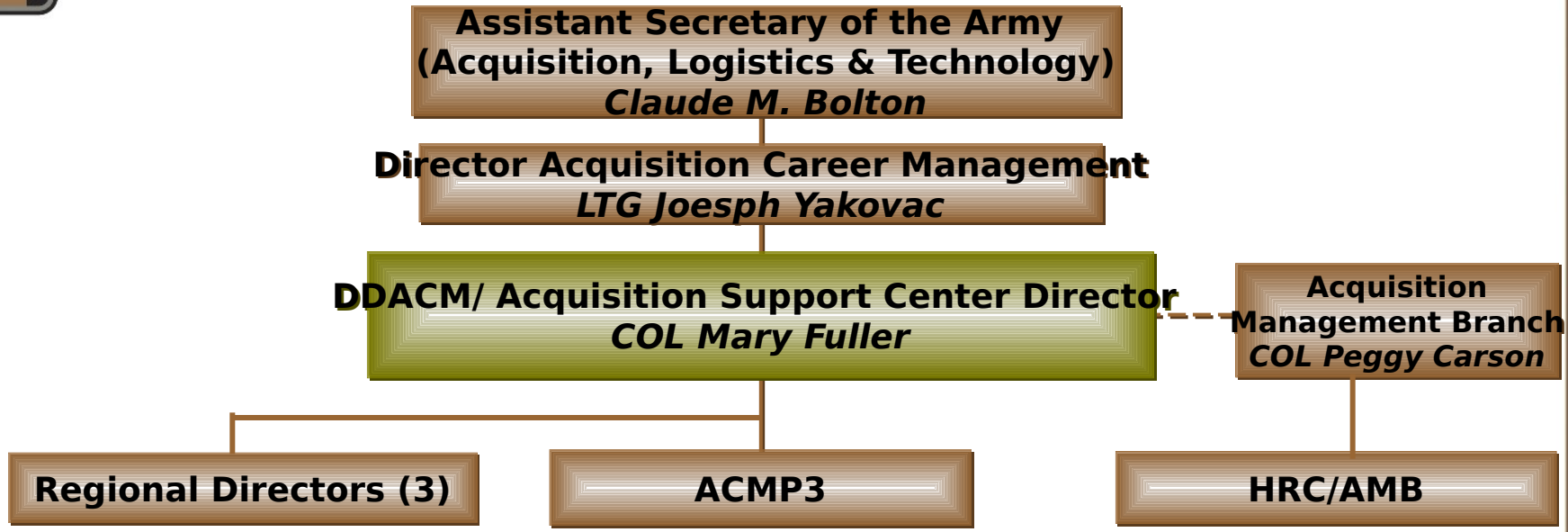
- Shaded bars denote notional a typical career path (colors match acquisition training requirements)
- Individual careers will vary based on personal circumstances and decisions
- Individuals may plateau and remain in same grade for any period of time at any point in the career
- Green and gray bars indicate typical career points for various centrally selected assignments.
- There is no prerequisite relationship between the centrally selected assignments illustrated.

Version of: 12 Sep 02
Prints correctly in B&W and color

CDG Promotion Statistics



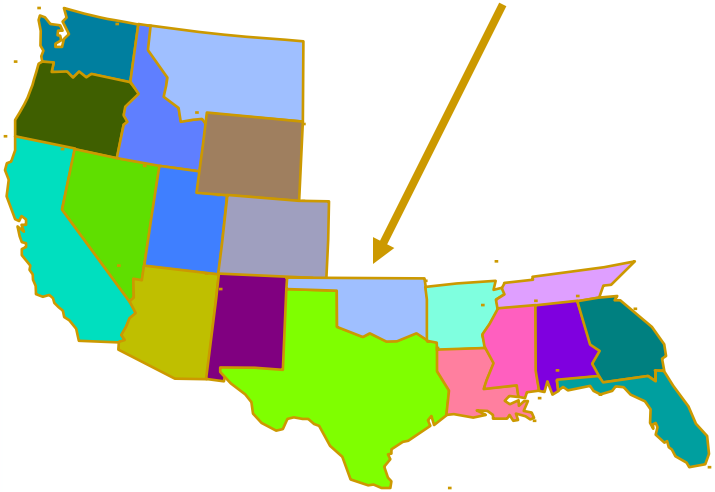
CDG SUPPORT FUNCTIONS



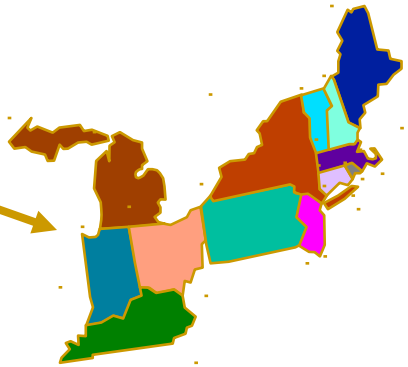
- Primary DACM Representative in Regions
- Senior Leadership Interface
- Acquisition Career Experience Program
- Certification Processing
- Corps Eligible (CE) Program
- Competitive Development Group (CDG) Program
- AAC Career Management Policies
- Continuous Learning Points (CLP) Program
- Policy and Procedures Development
- Centrally manage board selections
- Acquisition Career Record Brief (ACRB) Management and Updates
- Individual Development Plan (IDP) Assistance
  - Regional AETE Training
  - Acquisition Tuition Assistance Program
  - Five Year Rotational Review of CAP Incumbents
  - Professional Development Seminars/Site Visits
- Customer Assistance for CAPPMIS Issues
  - Board Scrub and Preparation
- AAC and CAP Issues
- Centrally manage senior acquisition positions

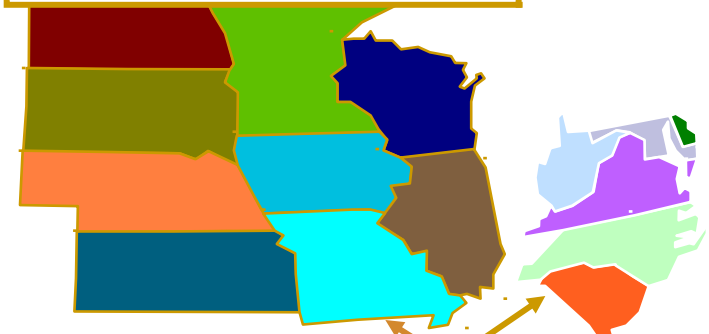
Customer Support Regions

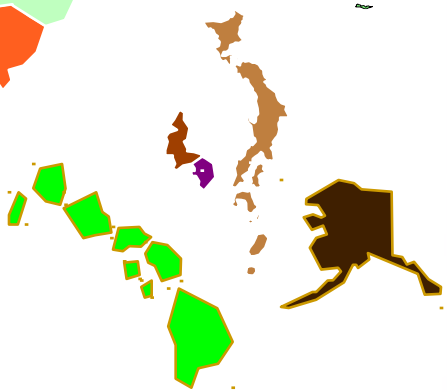
Southern/Western Region
Director: Maxine Maples (256) 955-2764
Huntsville CSO
WSMR CSO



Northeast/Central-E Region
Director:
Kelly Terry (732) 532-1406
Ft Monmouth CSO
Picatinny CSO
Natick CSO
Warren CSO



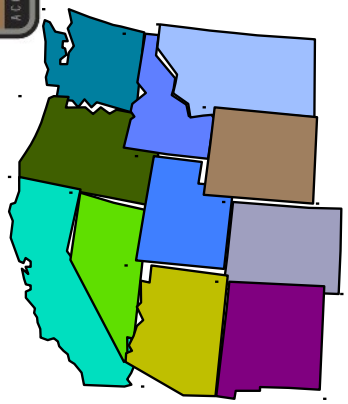




NCR/Central-W Region
Kenneth Wright (703) 704-0131
NCR CSO
APG CSO
RIA CSO

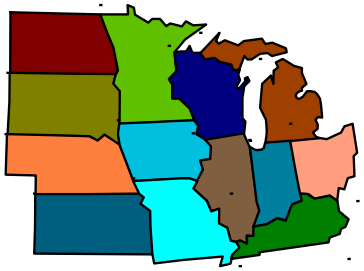
** NCR supports all areas not indicated on the other regions' maps and acts as backup for all regions

Customer Support Regions



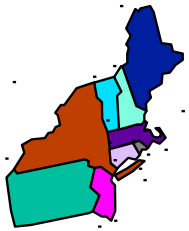
Western Region

Roosevelt Ingram (703) 325-3222
roosevelt.ingram@hoffman.army.mil
VACANT



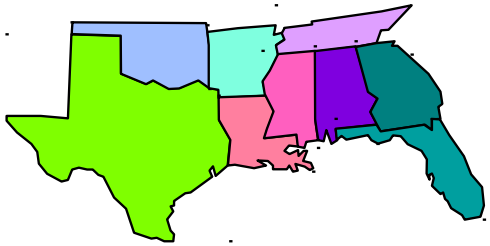
Central Region

Bruce Dahm (703) 325-6137
bruce.dahm@hoffman.army.mil
Gloria King (703) 3253190
gloria.king@hoffman.army.mil



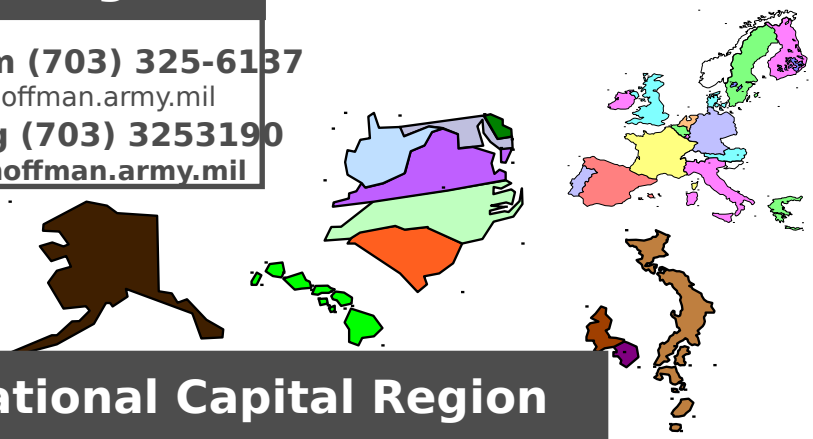
ortheast Regio

Bruce Dahm
Gloria King



outhern Regio

Roosevelt Ingram
VACANT



National Capital Region

Chandra Evans-Mitchell (703) 325-4267
chandra.evans-mitchell@hoffman.army.mil
Giselle Whitfield (703) 325-9690
giselle.whitfield@hoffman.army.mil

"An Organization doesn't really accomplish anything. Strategies don't accomplish anything, and the theories of leadership don't much matter either. Missions succeed or fail because of the people involved. Only by attracting the best people will you accomplish great deeds." *Gen. Colin Powell*

The Competitive Development Group (CDG) Program YG 05

Announcement Opens

19 March – 18 June 2004

The Army Acquisition Corps is looking for it's next generation of senior acquisition leadership, and the CDG program is it's premier program to help get you there.

For more information logon to the web sites below or call your local Regional Director or Acquisition Career Manager

http://www.perscomonline.army.mil/OPfam51/ambain.htm

http://asc.army.mil/programs/cdg/default.cfm